

Ghella | Global

# Sustainability Policy

Our Mission is to build excellence in an innovative and sustainable way.

We work with our clients to create efficient infrastructure capable of generating social and economic value for the communities in which we operate. We are committed to achieving this goal with the utmost sense of our responsibility towards the environment and society.

Our Sustainability commitment covers the following areas:

## Environmental Protection

- We assess, monitor, and reduce our impact while generating benefits wherever possible, in line with our *Environmental Policy*;
- We apply eco-design principles so as to actively contribute to environmental protection.

## Wellbeing and Development of our employees

- We apply the highest standards of Health, Wellbeing, and Safety in the workplace, as defined in our *Health and Safety Policy*;
- We uphold the principles of equality and inclusiveness, rejecting all forms of discrimination or inappropriate behaviour, as outlined in our *EDI Policy* and *Workplace Behaviour Policy*;
- We invest continuously in training for our people and promote a healthy work-life balance, as set out in our Human Resources Management Policy.

## Local Communities and Stakeholder Engagement

- We engage proactively with our stakeholders, recognising and valuing the expectations of Local Communities to ensure our projects generate a positive and lasting legacy;
- We commit to safeguarding and promoting the wellbeing, human capital, and environmental, historical, and cultural assets of the Communities where we operate;
- We implement best-practice Health and Safety standards for everyone, including clients as end-users of the work, in line with our *Quality Policy*.

## Ethics and Transparency

- We always ensure full compliance with legal, contractual, and local requirements;
- We maintain a zero-tolerance approach to corruption and promote respect for Human Rights for all our employees and collaborators, as defined in our *Code of Ethics*, *Anti-Corruption Guidelines*, and *Human Rights Guidelines*;
- We provide secure channels for reporting potential violations, as outlined in our *Whistleblowing Policy*, *Social Responsibility Policy* and *Gender Equality Policy*.

## Supply Chain Engagement

- We work with suppliers who share our commitment to ethics and environmental stewardship, as defined in our *Sustainable Procurement Policy*;
- We prioritise materials and services that offer the greatest benefit to the Circular Economy.

## Innovation and Continuous Improvement

- We nurture a Sustainability culture that encourages innovation by supporting the free expression and development of ideas;
- We are committed to being pioneers in technology, design, and business processes;
- We pursue continuous improvement of our standards, policies, and procedures so as to ensure the effective implementation of the principles set out in this policy.

We implement our Corporate Sustainability Plan by working towards measurable objectives, where coherence, transparency, and progress are monitored and guaranteed by our corporate governance structure.

This Policy applies to all Ghella's operations worldwide; we therefore expect all our partners, suppliers, and subcontractors to fully comply with and support the principles set out herein.

The Policy is communicated to every new Ghella employee as part of the onboarding process and is available on the company intranet and our institutional website.

The Sustainability Policy is reviewed annually during the Management System Review to ensure that it remains continuously aligned with Ghella's mission and vision.



Enrico Ghella

*President and Chief Executive Officer, November 2025*